

**EXHIBIT Y TO THE JUNE 26, 2008  
DECLARATION OF GREGORY I. RASIN, ESQ.**

Harper, Bill

From: McMahon, Anne on behalf of McMahon, Anne (MHM - anne\_mcmahon)  
Sent: Wednesday, January 14, 2004 10:55 AM  
To: Harper, Bill  
Subject: FW: Sang Mi Pak

Let's try again. I have spoken with Jesan on the issue and it's behind us but wanted to let you know this was not correctly handled.

Anne

-----Original Message-----

From: McMahon, Anne  
Sent: Monday, January 12, 2004 6:00 PM  
To: Spencer, Jesan (JESAN - jesan\_spencer); Harper, Bill (MHC - bill\_harper)  
Subject: FW: Sang Mi Pak

Seemed to bounce back....

-----Original Message-----

From: McMahon, Anne  
Sent: Monday, January 12, 2004 5:29 PM  
To: Spencer, Jesan (JESAN - jesan\_spencer)  
Cc: Gazzola, Ken; Harper, Bill (bill\_harper)  
Subject: Sang Mi Pak

Jesan,

I am extremely concerned about the hiring process of Sang Mi. Some of this I expressed to you verbally but now my concerns have elevated. You and I discussed the grading of Sang Mi and you recommended we go with a 14. I said no, 13 would be the highest as I have other staff members to be concerned about that are not at this level.

Today documentation was faxed to Rohanie Singh - not sure why not to me directly on an HR subject - with the grade changed from a 13 to a 14. I spoke with Sheila and corrected it to 13 but Rohanie asked someone what her grade level was today which is obviously not a coincidence and on my staff she was the concern. Cathy also had concerns on her staff.

As a comparison Rohanie was recently promoted to a 14 from an 11 after completing her MBA - she has several years experience and more education than Sang Mi which is why I disagreed with the policy of saying we try to place the interns at a 14. We should focus on matching the skill sets and experience to the business needs rather than assuming you start at a certain grade level coming out of this program.

I will speak with Rohanie on this issue and diffuse any problems but I expect all future HR issues to be handled in a far more confidential manner.

Also, on another note, we had a meeting set up last week and I never heard back. Do you want to reschedule?

Anne

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William H. Harper  
Senior Director, Human Resources  
Information & Media Services

Items reviewed w/  
The McGraw-Hill Companies

Jean:

- Pot job managing  
training meeting w/ B.W.  
Mago / Dept heads

- Comparing report on  
B.W. training needs  
Bar charts hard to decipher  
- ~~Plotted~~ w/ explainable

Printed on Recycled Paper

360 Degree Feedback WorksheetEmployee: JescaDate: 12/20Manager: BillInterviewee: Jim EllisRelationship to Employee: Customer

1) What should employee continue doing?

- #1 - Effort to learn about Edit. (last 3 months aggressive)  
 - learn how people interact  
 - Come to more Edit meetings - spend time in News releases  
 # - Touch base once a week

2) What should the employee stop doing?

- Other people - need to be faster in responding  
 - He doesn't see that problem  
 - acknowledge that the Query was received

3) What should the employee start doing?

- Could help her more valuable  
 - More about international issues - Benefits  
 Expectations (So few people know about this)  
 we have 20 or 50 people

How would you rate this employee overall? Why?

- Best he's ever seen (tough rate) - Fantastic, Anticipated business aggressive  
 Impressed him - Solid, competent, no big problems  
 in R/F advise. Responsive, attempting to learn about business this yr - later in yr.  
 - more confident toward end of yr.